

WD 05-2061 (Rev.-14) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2061
Diane C. Koplewski		Revision No.: 14
Director		Date Of Revision: 07/25/2014
Division of		
Wage Determinations		

State: California

Area: California Counties of Santa Clara, Santa Cruz

*****Fringe Benefits Required Follow the Occupational Listing*****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

17.92

01012 - Accounting Clerk II

20.12

01013 - Accounting Clerk III

22.50

01020 - Administrative Assistant

30.87

01040 - Court Reporter

26.02

01051 - Data Entry Operator I

15.38

01052 - Data Entry Operator II

16.78

01060 - Dispatcher, Motor Vehicle

29.13

01070 - Document Preparation Clerk

15.93

01090 - Duplicating Machine Operator

15.93

01111 - General Clerk I

15.87

01112 - General Clerk II

17.31

01113 - General Clerk III

19.37

01120 - Housing Referral Assistant

28.83

01141 - Messenger Courier

14.32

01191 - Order Clerk I

16.98

01192 - Order Clerk II
18.53
01261 - Personnel Assistant (Employment) I
19.80
01262 - Personnel Assistant (Employment) II
22.18
01263 - Personnel Assistant (Employment) III
24.69
01270 - Production Control Clerk
28.05
01280 - Receptionist
17.21
01290 - Rental Clerk
17.70
01300 - Scheduler, Maintenance
23.12
01311 - Secretary I
23.12
01312 - Secretary II
25.86
01313 - Secretary III
28.83
01320 - Service Order Dispatcher
23.54
01410 - Supply Technician
30.87
01420 - Survey Worker
22.72
01531 - Travel Clerk I
15.41
01532 - Travel Clerk II
17.34
01533 - Travel Clerk III
19.53
01611 - Word Processor I
20.77
01612 - Word Processor II
23.32
01613 - Word Processor III
26.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
22.32
05010 - Automotive Electrician
22.49
05040 - Automotive Glass Installer
19.58
05070 - Automotive Worker
21.48
05110 - Mobile Equipment Servicer
19.56
05130 - Motor Equipment Metal Mechanic
23.48
05160 - Motor Equipment Metal Worker
21.48
05190 - Motor Vehicle Mechanic
23.46

05220 - Motor Vehicle Mechanic Helper
18.56
05250 - Motor Vehicle Upholstery Worker
20.54
05280 - Motor Vehicle Wrecker
21.48
05310 - Painter, Automotive
22.49
05340 - Radiator Repair Specialist
21.52
05370 - Tire Repairer
14.48
05400 - Transmission Repair Specialist
23.48
07000 - Food Preparation And Service Occupations
07010 - Baker
12.82
07041 - Cook I
16.43
07042 - Cook II
18.65
07070 - Dishwasher
10.27
07130 - Food Service Worker
10.72
07210 - Meat Cutter
19.49
07260 - Waiter/Waitress
9.68
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
20.21
09040 - Furniture Handler
14.58
09080 - Furniture Refinisher
20.21
09090 - Furniture Refinisher Helper
16.64
09110 - Furniture Repairer, Minor
18.45
09130 - Upholsterer
20.21
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
12.92
11060 - Elevator Operator
13.67
11090 - Gardener
21.60
11122 - Housekeeping Aide
14.10
11150 - Janitor
14.10
11210 - Laborer, Grounds Maintenance
17.52
11240 - Maid or Houseman
12.54

11260 - Pruner
15.75
11270 - Tractor Operator
20.48
11330 - Trail Maintenance Worker
17.52
11360 - Window Cleaner
15.68
12000 - Health Occupations
12010 - Ambulance Driver
23.48
12011 - Breath Alcohol Technician
23.48
12012 - Certified Occupational Therapist Assistant
28.36
12015 - Certified Physical Therapist Assistant
25.46
12020 - Dental Assistant
21.98
12025 - Dental Hygienist
35.90
12030 - EKG Technician
33.99
12035 - Electroneurodiagnostic Technologist
33.99
12040 - Emergency Medical Technician
23.48
12071 - Licensed Practical Nurse I
23.14
12072 - Licensed Practical Nurse II
25.96
12073 - Licensed Practical Nurse III
29.04
12100 - Medical Assistant
20.98
12130 - Medical Laboratory Technician
23.05
12160 - Medical Record Clerk
21.00
12190 - Medical Record Technician
23.48
12195 - Medical Transcriptionist
20.55
12210 - Nuclear Medicine Technologist
42.96
12221 - Nursing Assistant I
13.66
12222 - Nursing Assistant II
15.35
12223 - Nursing Assistant III
16.75
12224 - Nursing Assistant IV
18.81
12235 - Optical Dispenser
19.51
12236 - Optical Technician
18.22

12250 - Pharmacy Technician
21.25
12280 - Phlebotomist
18.81
12305 - Radiologic Technologist
33.12
12311 - Registered Nurse I
38.63
12312 - Registered Nurse II
47.23
12313 - Registered Nurse II, Specialist
47.23
12314 - Registered Nurse III
57.12
12315 - Registered Nurse III, Anesthetist
57.12
12316 - Registered Nurse IV
68.53
12317 - Scheduler (Drug and Alcohol Testing)
34.02
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
22.87
13012 - Exhibits Specialist II
28.33
13013 - Exhibits Specialist III
34.65
13041 - Illustrator I
25.34
13042 - Illustrator II
31.15
13043 - Illustrator III
38.11
13047 - Librarian
34.41
13050 - Library Aide/Clerk
20.80
13054 - Library Information Technology Systems
31.06
Administrator
13058 - Library Technician
26.04
13061 - Media Specialist I
22.42
13062 - Media Specialist II
25.08
13063 - Media Specialist III
27.96
13071 - Photographer I
19.48
13072 - Photographer II
21.80
13073 - Photographer III
27.00
13074 - Photographer IV
33.02

13075 - Photographer V
 38.43
 13110 - Video Teleconference Technician
 22.90
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 19.80
 14042 - Computer Operator II
 22.18
 14043 - Computer Operator III
 24.69
 14044 - Computer Operator IV
 27.43
 14045 - Computer Operator V
 30.39
 14071 - Computer Programmer I (see 1)
 27.62
 14072 - Computer Programmer II (see 1)
 14073 - Computer Programmer III (see 1)
 14074 - Computer Programmer IV (see 1)
 14101 - Computer Systems Analyst I (see 1)
 14102 - Computer Systems Analyst II (see 1)
 14103 - Computer Systems Analyst III (see 1)
 14150 - Peripheral Equipment Operator
 19.80
 14160 - Personal Computer Support Technician
 27.43
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 36.80
 15020 - Aircrew Training Devices Instructor (Rated)
 44.51
 15030 - Air Crew Training Devices Instructor (Pilot)
 53.36
 15050 - Computer Based Training Specialist / Instructor
 36.97
 15060 - Educational Technologist
 33.44
 15070 - Flight Instructor (Pilot)
 53.36
 15080 - Graphic Artist
 26.67
 15090 - Technical Instructor
 26.13
 15095 - Technical Instructor/Course Developer
 32.10
 15110 - Test Proctor
 22.20
 15120 - Tutor
 22.20
 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
 16010 - Assembler
 11.25
 16030 - Counter Attendant
 11.25
 16040 - Dry Cleaner
 14.57

16070 - Finisher, Flatwork, Machine
11.25
16090 - Presser, Hand
11.25
16110 - Presser, Machine, Drycleaning
11.25
16130 - Presser, Machine, Shirts
11.25
16160 - Presser, Machine, Wearing Apparel, Laundry
10.71
16190 - Sewing Machine Operator
15.86
16220 - Tailor
17.13
16250 - Washer, Machine
12.01
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
21.96
19040 - Tool And Die Maker
25.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
16.76
21030 - Material Coordinator
26.06
21040 - Material Expediter
26.06
21050 - Material Handling Laborer
15.36
21071 - Order Filler
15.60
21080 - Production Line Worker (Food Processing)
16.76
21110 - Shipping Packer
15.84
21130 - Shipping/Receiving Clerk
15.84
21140 - Store Worker I
14.54
21150 - Stock Clerk
20.01
21210 - Tools And Parts Attendant
16.76
21410 - Warehouse Specialist
16.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
28.62
23021 - Aircraft Mechanic I
27.23
23022 - Aircraft Mechanic II
28.62
23023 - Aircraft Mechanic III
29.83
23040 - Aircraft Mechanic Helper
20.28

23050 - Aircraft, Painter
26.49
23060 - Aircraft Servicer
23.02
23080 - Aircraft Worker
24.52
23110 - Appliance Mechanic
23.84
23120 - Bicycle Repairer
15.44
23125 - Cable Splicer
26.60
23130 - Carpenter, Maintenance
24.84
23140 - Carpet Layer
24.72
23160 - Electrician, Maintenance
35.53
23181 - Electronics Technician Maintenance I
24.83
23182 - Electronics Technician Maintenance II
26.38
23183 - Electronics Technician Maintenance III
29.21
23260 - Fabric Worker
21.26
23290 - Fire Alarm System Mechanic
25.14
23310 - Fire Extinguisher Repairer
21.04
23311 - Fuel Distribution System Mechanic
25.99
23312 - Fuel Distribution System Operator
20.56
23370 - General Maintenance Worker
22.50
23380 - Ground Support Equipment Mechanic
27.23
23381 - Ground Support Equipment Servicer
23.02
23382 - Ground Support Equipment Worker
24.52
23391 - Gunsmith I
21.04
23392 - Gunsmith II
23.88
23393 - Gunsmith III
26.60
23410 - Heating, Ventilation And Air-Conditioning
28.41
Mechanic
23411 - Heating, Ventilation And Air Contditioning
29.87
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
27.12

23440 - Heavy Equipment Operator
29.74
23460 - Instrument Mechanic
26.65
23465 - Laboratory/Shelter Mechanic
25.23
23470 - Laborer
14.73
23510 - Locksmith
25.62
23530 - Machinery Maintenance Mechanic
27.02
23550 - Machinist, Maintenance
27.28
23580 - Maintenance Trades Helper
18.99
23591 - Metrology Technician I
26.65
23592 - Metrology Technician II
28.02
23593 - Metrology Technician III
30.29
23640 - Millwright
26.60
23710 - Office Appliance Repairer
22.89
23760 - Painter, Maintenance
22.23
23790 - Pipefitter, Maintenance
32.29
23810 - Plumber, Maintenance
30.80
23820 - Pneudraulic Systems Mechanic
26.60
23850 - Rigger
26.60
23870 - Scale Mechanic
23.88
23890 - Sheet-Metal Worker, Maintenance
26.98
23910 - Small Engine Mechanic
19.31
23931 - Telecommunications Mechanic I
27.58
23932 - Telecommunications Mechanic II
28.99
23950 - Telephone Lineman
27.26
23960 - Welder, Combination, Maintenance
23.20
23965 - Well Driller
29.30
23970 - Woodcraft Worker
26.60
23980 - Woodworker
21.04
24000 - Personal Needs Occupations

24570 - Child Care Attendant
13.57
24580 - Child Care Center Clerk
16.27
24610 - Chore Aide
11.92
24620 - Family Readiness And Support Services
16.95
Coordinator
24630 - Homemaker
18.73
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
38.18
25040 - Sewage Plant Operator
27.78
25070 - Stationary Engineer
38.18
25190 - Ventilation Equipment Tender
27.90
25210 - Water Treatment Plant Operator
27.78
27000 - Protective Service Occupations
27004 - Alarm Monitor
19.12
27007 - Baggage Inspector
14.34
27008 - Corrections Officer
38.39
27010 - Court Security Officer
39.43
27030 - Detection Dog Handler
17.06
27040 - Detention Officer
38.39
27070 - Firefighter
36.20
27101 - Guard I
14.34
27102 - Guard II
17.06
27131 - Police Officer I
42.92
27132 - Police Officer II
47.21
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
13.09
28042 - Carnival Equipment Repairer
13.81
28043 - Carnival Equipment Worker
10.58
28210 - Gate Attendant/Gate Tender
18.04
28310 - Lifeguard
11.70

28350 - Park Attendant (Aide)
18.24
28510 - Recreation Aide/Health Facility Attendant
15.30
28515 - Recreation Specialist
19.21
28630 - Sports Official
14.34
28690 - Swimming Pool Operator
19.13
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
26.66
29020 - Hatch Tender
26.66
29030 - Line Handler
26.66
29041 - Stevedore I
25.14
29042 - Stevedore II
28.18
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
32.16
30021 - Archeological Technician I
20.43
30022 - Archeological Technician II
23.52
30023 - Archeological Technician III
32.49
30030 - Cartographic Technician
34.44
30040 - Civil Engineering Technician
30.55
30061 - Drafter/CAD Operator I
25.69
30062 - Drafter/CAD Operator II
28.74
30063 - Drafter/CAD Operator III
32.03
30064 - Drafter/CAD Operator IV
38.48
30081 - Engineering Technician I
18.90
30082 - Engineering Technician II
21.22
30083 - Engineering Technician III
23.73
30084 - Engineering Technician IV
29.40
30085 - Engineering Technician V
35.98

30086 - Engineering Technician VI
 43.51
 30090 - Environmental Technician
 27.74
 30210 - Laboratory Technician
 22.20
 30240 - Mathematical Technician
 35.89
 30361 - Paralegal/Legal Assistant I
 23.18
 30362 - Paralegal/Legal Assistant II
 28.66
 30363 - Paralegal/Legal Assistant III
 35.07
 30364 - Paralegal/Legal Assistant IV
 42.42
 30390 - Photo-Optics Technician
 35.89
 30461 - Technical Writer I
 25.38
 30462 - Technical Writer II
 31.05
 30463 - Technical Writer III
 37.57
 30491 - Unexploded Ordnance (UXO) Technician I
 26.92
 30492 - Unexploded Ordnance (UXO) Technician II
 32.56
 30493 - Unexploded Ordnance (UXO) Technician III
 39.03
 30494 - Unexploded (UXO) Safety Escort
 26.92
 30495 - Unexploded (UXO) Sweep Personnel
 26.92
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 30.99
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 34.44
 31000 - Transportation/Mobile Equipment Operation Occupations
 31020 - Bus Aide
 13.55
 31030 - Bus Driver
 18.83
 31043 - Driver Courier
 17.76
 31260 - Parking and Lot Attendant
 10.94
 31290 - Shuttle Bus Driver
 19.22
 31310 - Taxi Driver
 13.45
 31361 - Truckdriver, Light
 19.22
 31362 - Truckdriver, Medium
 20.55

31363 - Truckdriver, Heavy
21.78
31364 - Truckdriver, Tractor-Trailer
21.78
99000 - Miscellaneous Occupations
99030 - Cashier
11.89
99050 - Desk Clerk
11.13
99095 - Embalmer
26.92
99251 - Laboratory Animal Caretaker I
13.07
99252 - Laboratory Animal Caretaker II
14.15
99310 - Mortician
29.38
99410 - Pest Controller
17.21
99510 - Photofinishing Worker
13.29
99710 - Recycling Laborer
20.42
99711 - Recycling Specialist
24.54
99730 - Refuse Collector
18.38
99810 - Sales Clerk
14.49
99820 - School Crossing Guard
15.75
99830 - Survey Party Chief
26.14
99831 - Surveying Aide
13.15
99832 - Surveying Technician
16.58
99840 - Vending Machine Attendant
14.98
99841 - Vending Machine Repairer
17.39
99842 - Vending Machine Repairer Helper
14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
{Standard Form
1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.